



Community Consolidated School District 46
Paraprofessionals and School Related Personnel
Lake County Federation of Teachers, Local 504
IFT-AFT/AFL-CIO



October 16, 2019
IELRB Public Posting

Fair Pay Equals Staff Who Stay

The CCSD 46 PRSP began the 2019-20 school year without a complete contract and 30+ new staff members. With only six retirees, the majority of our coworkers who have left the district have done so for better opportunities elsewhere. We currently have six (6) unfilled positions for support staff. Applicants who have interviewed with us are not accepting the job positions due to the low salaries that are being offered at CCSD 46.

Two years ago during a four-year contract negotiation for the school years 2017-2021, both the administration and PSRP agreed that the District's financial future was uncertain, and we agreed to defer the last two years of financial discussions for the remainder of the contract. At this mid-point in our four-year contract, the District is in a healthier financial position than they were two years ago. Teachers and PSRP support staff are now asking to be paid a salary increase comparable to surrounding school districts, but the Board of Education is rejecting those requests and demanding that staff accept their less than desirable offer. The current contract's wage agreement ended June 30, 2019. Our 12-month staff has been working without a wage agreement in place since July 1, 2019. The CCSD 46 school year began August 19, 2019.

We currently have five staff members that earn less than \$13.00/per hour. Considering the new State of Illinois minimum wage changes that go into effect on January 1, 2022, these staff members won't be able to reach that minimum wage rate threshold with the BOE's currently proposed wage increases. These same individuals work at least two jobs just to be able to support their families and put food on their tables. As of this date, the PSRP has over fifty (50) staff members, including the five listed above, who earn less than \$15.00/per hour.

The CCSD 46 PSRP is proposing that current staff salaries be increased by 4.6% for the 2019-2020 school year and 4.6% for the 2020-2021 school year.

Based upon figures provided by the CCSD 46 Business Office, this increase would cost the district approximately \$221,991 for 2019-2020, and \$232,203 in 2020-2021.

As of June 30, 2018, the District had **\$9,471,460** as an ending cash balance on hand in the Education Fund (10).

As of June 30, 2019, the District had **\$11,404,343** as an ending cash balance on hand in the Education Fund (10).

Additionally, in the last two years the District has been provided a substantial increase in State funding under the Evidence Based Funding model.

As illustrated above, the CCSD 46 PSRP fair wage increase proposal would not burden the CCSD 46 taxpayers with additional cost. The CCSD 46 taxpaying community deserves to retain the best quality teachers and support staff to care for and educate their children.

The CCSD 46 PSRP has offered to submit this dispute to binding arbitration but the District has refused.